

FOR PSA MEMBERS: **DEPARTMENT OF CORRECTIONAL SERVICES (DCS)**

26-10-2022

Feedback: Departmental Bargaining Chamber Meeting

3%-pay progression for 2021

Members are aware that despite employees qualifying for 3%-pay progression, this was not paid during the implementation of salary increment in 2021. The employer reported that the payment process for the remaining 1.5% is underway, although not committing to a specific date.

Draft Performance Management Policy

The employer tabled a draft performance management policy for consultation. Parties recently finalised the consultation process, and the employer is busy obtaining a mandate on inputs received from labour.

GPSSBC Resolution 1/2021: Meal intervals

Members are aware that the Resolution could not be fully implemented as the employer picked up some matters that needed attention. Subsequently, the employer informed labour that it has identified additional occupational categories that need to be included in the agreement. The amendment process will thus ensue at GPSSBC level.

Re-employment of former DCS officials

The PSA previously raised the matter of the re-employment of former DCS officials and the incorrect salary levels that were awarded to them. The PSA declared a dispute in the GPSSBC on the matter and the employer opted not to attend to the facilitation process. The employer confirmed during the recent meeting that according to its understanding, it has appointed all such former officials on the correct salary notches. The employer is also not willing to engage labour on the item since more disputes were declared and it therefore cannot discuss the matter until the legal disputes are resolved. The PSA will inform members in due course of the status of the various disputes.

Overtime dispute

Members will recall that the PSA referred the matter to the Labour Court to force the employer to pay employees for overtime worked and the outcome was unfavourable. The PSA remains positive that the matter is winnable and undertook the appeal process. The PSA's petition to review the Labour Court judgement was granted. All the required documents have been submitted and the PSA is waiting for the matter to be placed on the court roll to be argued before the judges.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER